

**Summary Table 1. Percent of workers with access to retirement and health care benefits, by selected characteristics, private industry, National Compensation Survey,<sup>1</sup> March 2003 (Recalculated)**

Characteristics	Retirement benefits			Health care benefits <sup>3</sup>		
	All plans <sup>2</sup>	Defined benefit	Defined contribution	Medical care	Dental care	Vision care
All workers .....	57	20	51	69	45	28
<b>Worker characteristics:<sup>4</sup></b>						
White-collar occupations .....	67	23	62	75	52	32
Blue-collar occupations .....	59	24	49	75	45	28
Service occupations .....	28	8	23	41	25	16
Full time .....	67	24	60	83	55	34
Part time .....	24	8	21	22	11	8
Union .....	86	74	45	90	74	55
Nonunion .....	54	15	51	67	42	25
Average wage less than \$15 per hour ..	45	12	40	58	33	20
Average wage \$15 per hour or higher ..	76	34	67	87	63	41
<b>Establishment characteristics:</b>						
Goods-producing .....	70	31	60	81	56	35
Service-producing .....	53	17	48	65	41	26
1-99 workers .....	42	9	38	58	30	18
100 workers or more .....	75	34	65	82	62	40
<b>Geographic areas:<sup>5</sup></b>						
Metropolitan areas .....	58	21	51	69	46	28
Nonmetropolitan areas .....	52	15	47	65	37	24
New England .....	51	16	44	67	45	23
Middle Atlantic .....	61	30	49	73	45	36
East North Central .....	64	24	56	74	48	26
West North Central .....	56	22	47	59	42	23
South Atlantic .....	57	17	53	67	43	21
East South Central .....	60	14	59	77	49	40
West South Central .....	53	18	49	65	39	22
Mountain .....	51	12	47	57	39	28
Pacific .....	53	20	46	71	49	35

<sup>1</sup> The survey covers all 50 States and the District of Columbia.

<sup>2</sup> Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because many employees have access to both types of plans.

<sup>3</sup> The March 2003 estimates were originally published in April 2004 in Summary 04-02. Health care benefits included estimates for "Plan type not available," which represented workers with access to some type of health plan that the establishment was unable to identify. With the release of March 2004 estimates, BLS has introduced a data imputation technique to account for missing plan type information. The estimates in this table have been recalculated using this new technique and are comparable to the estimates published for March 2004.

<sup>4</sup> A classification system involving about 480 individual occupations is used to cover all workers in the civilian economy. Employees are classified as working full-time or part-time based on the definitions used by each establishment. Union workers are those whose wages are determined through collective bargaining. Averages for occupations within an establishment were used to produce estimates for wages below \$15 and \$15 per hour or more. See the Technical Note for more information.

<sup>5</sup> See the Technical Note for a list of States comprising the nine census divisions.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.